



@USNPEOPLE WEEKLY WIRE

1) Changes to Article 32 Hearings and other victims' rights: What you need to know / 3 FEB 14 [\[LINK\]](#)

By Rear Adm. Sean Buck, Director 21st Century Sailor Office

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2) Proposal Would Change How Tests, Evals and More Influence Who Moves Up / 3 FEB 14

By Mark Faram, Navy Times

The first changes to the formula – those pending final approval – are for how the test's standard score and the evals combined score, or "performance mark average," are weighed in the formula that computes the FMS. Officials plan to decrease the value of time-in-paygrade in hopes of promoting more hot-running POs. They're also looking at shrinking the number of sailors who qualify for passed, not advanced, or PNA, points – those who pass the test but don't make the final cut for advancement.

"We're looking at the sailors who score in the top 25 percent for their performance mark average and their standard score over the last five cycles and allowing them 1.5 points per cycle, up to the 15-point maximum," Schriver said.

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By Vice Adm. Bill Moran, Chief of Naval Personnel

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By Rear Adm. Sean Buck

Director, 21st Century Sailor Office

If you've been reading my blogs, you know my role as Director of the 21st Century Sailor Office includes responsibility for the sexual assault prevention and response program for our Navy.

I want to share with you some recent key improvements to our military justice system – changes which make it safer and easier for victims of sexual assault to report incidents, and hopefully, more likely that they will remain in the investigative process, all the way to final resolution.

The National Defense Authorization Act (NDAA) of FY2014 contained some key provisions to improve Article 32 hearings – some coming later this year, and some effective now.

What is an Article 32 hearing? These are “preliminary hearing” investigative proceedings, which have been compared to civilian grand juries. The purpose of these hearings is to provide a recommendation to the convening authority of whether a case should be referred to court-martial or other appropriate disposition. An Article 32 hearing is held before charges can be referred to a general court-martial. And soon, the purpose of the preliminary hearing will be limited to determining the following: whether there is probable cause to believe an offense was committed, jurisdiction of the offense, proper charges, and recommended disposition.

The most important change coming for these hearings, in my opinion, is that alleged military victims will no longer have to testify or even be present at them, if they so desire. All victims – military and civilian – of all crimes, not just sexual assault, will have the right to decline to testify at the Article 32 preliminary hearing if desired. If a victim desires not to physically testify at this hearing, their sworn statement will be considered as evidence instead. Examination of witnesses is restricted to matters relevant to the charges. No longer will a purpose of the hearing be for the defense to obtain discovery in their case. Attorneys will no longer be able to publicly and officially dive into personal matters unrelated to the incident at hand at these hearings.

Second, the legislation provides that, whenever practical, only judge advocates will be Hearing Officers in Article 32s. We've done this in practice in the Navy for a long time and by policy, Hearing Officers in sexual assault cases will always be judge advocates.

Third, the Hearing Officer, whenever practicable, will be senior to both the defense counsel and the prosecutor.

These new Article 32 provisions will take effect in December of this year.

However, another important change in the legislation concerning victims is effective immediately: When a defense counsel wishes to interview a victim of an alleged sex-related offense, he or she must request the interview through the prosecutor, once the victim has been identified as a witness who will testify in the case.

Additionally, two victims' rights that were in the civilian federal statute are now added in military law: First, the victim has the right to be heard at certain hearings, including pretrial confinement, sentencing, and clemency

and parole. Second, victims have a right to proceedings free from unreasonable delay. The statute also requires the military to create regulations providing an enforcement mechanism for victims' rights.

Finally, one more change in the law provides victims the right to participate in the clemency phase of the court-martial process. Effective this June, victims will be provided an opportunity to submit matters to the convening authority to consider in post-trial action, even after an accused has been convicted and sentenced at court-martial.

If we are to continue to gain the trust of service members to report any incident of sexual assault, we must ensure that our process of investigation and adjudication fully respects victims' rights – that the victim be protected from the accused, accorded every means of privacy, and treated with dignity and respect.

All of these new provisions are designed to build critical trust: trust of victims in our response, investigative and adjudicative systems; trust in our chains of command that each and every report can be made safely, and trust earned by our Navy that victims may report sexual assaults without fear of reprisal. The overarching goal is a fair process for all involved – victim and accused. If you are the victim of a sexual assault and have legal questions, call a Victims' Legal Counsel to discuss your rights.

I know those were a lot of legal references, but these changes are important to understand. They are even more important to talk about, with your shipmates, your Chiefs, and your commanders. If you have any questions, seek out your nearest JAG officer.

No one should serve in fear. Don't be afraid to report if you've been a victim of sexual assault. Together, we will work to protect victims of sexual assault and hold perpetrators appropriately accountable.

2) Proposal Would Change How Tests, Evals and More Influence Who Moves Up / 3 FEB 14

Mark D. Faram

Sailors have griped forever that the advancement rules reward bookworms and penalize gearheads.

Officials have heard that beef – and now they're looking to address it.

Personnel leaders are proposing a shakeup in the way petty officers are picked that would boost the value of job performance for first classes and trim that of seniority. It would be the first advancement overhaul in seven years.

"The majority of you seem to like greater weight added to performance – make the evals count more, make it less about who can pass the test or who hangs around long enough," Vice Adm. Bill Moran, the chief of naval personnel, wrote on Navy Times' Facebook page. "In general, I agree with you."

Moran was responding to sailors' posts – 252 of them – about what they'd like to see changed in the advancement system. The changes, which are pending final approval, could go into effect as early as September as part of a multifaceted review of advancement rules.

"We are close to finalizing stage one of what will be a multistage look and adjustment to enlisted advancements – final multiple score (FMS) and the [command advancement] process," Moran explained in his post, saying the review was central to "promoting and retaining the best quality, hardest working sailors we can."

Once approved, Moran said, the Navy will roll out the first in a series of changes that could start as soon as the fall 2014 exam cycle and continue in phases over the next year.

Up first is a proposed change to the overall advancement formula that will change how a sailor's exam score and evaluations are weighed in producing a final score.

Next up will be changes to how the service uses the Command Advancement Program – better known as CAP – which gives COs the ability to advance small numbers of sailors.

And later on, officials are considering more far-reaching adjustments to the advancement formula that could include awarding points for being on sea duty, for multiple deployments – or for being in great shape.

Test Score Changes

The proposals are the fruits of a year of research by the Navy and its think tanks, which took the first deep dive into advancement issues in half a decade.

"The main things the studies found was that sailors who served at sea or who were in sea-intensive ratings do better on the advancement exams – the more sea-intensive the rating, the better sailors tend to do on test performance," said Capt. Karan Schriver, who heads enlisted force plans and policy for the chief of naval personnel, in a Jan. 30 phone interview.

The first changes to the formula – those pending final approval – are for how the test's standard score and the evals combined score, or "performance mark average," are weighed in the formula that computes the final score.

It's that final score that sets a sailor's ranking Navy-wide among those competing in a given rating each exam cycle and ultimately determines whether a sailor advances.

For those competing for E-4 and E-5, the exam counts for 37 percent and evals for 42 percent, making up the bulk of the score. For those competing for E-6, the exam counts for 33 percent and the evals for 47.5 percent.

Though officials aren't giving out exact details on how the percentages will change, they say that if finally approved, percentages in both areas will continue to move in separate directions – the value of exams up for E-4 and E-5, and down for E-6. Junior petty officers need to deepen their technical mastery, the thinking goes, while senior POs should be measured from managing work centers and divisions.

"Although we found a direct correlation between exam performance and performance mark averages, we think that weighing the exams more at the junior officer paygrades [will] have them show more technical knowledge, what they've learned at school and on the job," Schriver said.

"We put more weight on the performance mark average – the eval – for the more senior paygrades," Schriver added.

The difference here, officials say, is that sailors at the E-6 and E-7 paygrades are expected to display their performance primarily through their on-the-job leadership skills, which is captured in their evaluations.

Seniority Deflated

Officials plan to decrease the value of time-in-paygrade in hopes of promoting more hot-running POs. They're also looking at shrinking the number of sailors who qualify for passed, not advanced, or PNA, points – those who pass the test but don't make the final cut for advancement.

Schraver said credit for time-in-paygrade would remain in the formula, but its weight would drop some – officials didn't want to discuss exact percentages until the proposals are approved. PNA points will remain, up to a 15-point maximum, but fewer sailors likely will earn them.

"We're looking at the sailors who score in the top 25 percent for their performance mark average and their standard score over the last five cycles and allowing them 1.5 points per cycle, up to the 15-point maximum," Schraver said. PNA points are now awarded in a tiered system to every sailor outside the bottom 25 percent.

Also on the table are adjustments to which awards qualify for points. Current maximum points levels – 10 for competing for E-4 and E-5, and 12 for competing for E-6 – are expected to remain the same. But officials have removed some medals from the list of those netting advancement points.

"We did remove certain categories of awards from the calculations because most sailors get those, such as the Good Conductor or a Reserve Meritorious Service medals," she said. "Individual awards for performance or achievement will still count."

These would include, she said, things like Navy Achievement and Navy Commendation medals, as well as higher awards for valor.

What's Next

Schraver said the review also found merit in many ideas offered by sailors, such as awarding advancement points for other factors – top physical fitness scores, for example, or cumulative sea duty or multiple cruises.

Before they can assess these moves, personnel officials need more computer analysis tools to make future formulas easier to develop and allow "more latitude to add more things to the computations," Schraver said. "But I can't give a time line at this point when that will happen."

Long-term, Moran says he is embarked on a deeper look at advancement rules to see if more radical changes are needed.

Already, he's been working on changes to the Command Advancement Program, the program that allows COs to advance a limited number of talented sailors.

This program came under heavy fire after the enlisted retention boards, officials say, as many were pointing fingers, blaming these spot promotions for the overmanning problems in many ratings.

Moran is developing some reforms to CAP that will include more coordination between commands and community managers to prevent those overmanning issues in the future and an announcement on these changes is expected soon.

But Moran has even more extensive plans that could include looking at other services' systems and examining how the Navy sets its quotas – the actual advancement numbers – on each cycle to make sure those parts of the process are meeting the Navy's needs as well.

“We owe it to the fleet and especially Commanding Officers as much flexibility as we can to ensure that the right sailors with the right skillsets advance at the right time – sounds easy, but you all know that it’s not,” Moran wrote in his Jan. 30 Facebook post. “Many of you have brought up some outstanding ideas and each of them deserve our attention.”

3) Chief of Naval Personnel to Answer Sailors’ Questions During Live All-Hands Call / 6 FEB 14 [\[LINK\]](#)

By Vice Adm. Bill Moran, Chief of Naval Personnel

I’ve been your Chief of Naval Personnel for just over six months and in that time Fleet Master Chief Beldo and I have visited many Sailors throughout the Fleet, from recruiting stations, to school houses to the waterfront of several fleet concentration areas. But we both recognize that so far we have only been able to reach a small percentage of you in person.

Chief of Naval Personnel (CNP), Vice Adm. Bill Moran, speaks with Sailors at Naval Submarine Base (NSB) Kings Bay about fleet manning, budget concerns and updates on new uniforms.

The opportunity to hear your feedback and try to answer your questions is an important part of our jobs. To that end, next month on **March 5 at 2 p.m. EST**, Fleet Beldo and I will lead a live All-Hands Call, streamed online and available to units on deployment and stationed overseas.

Please send in questions or comments now or live during the event. We will answer as many as we can in the hour allotted. Any questions or comments not used during the broadcast will be answered and posted in follow-up blog posts.

Specific details are provided below. We look forward next month’s event. See you in March.

The live stream will be available **March 5 at 2 p.m. EST** on:

www.navy.mil

[Navy Live blog](#)

[The Pentagon Channel](#)

DVIDSHUB.net

Defense.gov

Direct to Sailor to ships at sea

Sailors can submit feedback and questions by leaving them in the comment section of this blog, tweeting them to @USNPeople or by email to usnpeople@gmail.com.

4) NSA Bahrain Hosts 21st Century Sailor All-Hands Call/ 6 FEB 14 [\[LINK\]](#)

By Mass Communication Specialist 2nd Class Mike Wright, U.S. Naval Forces Central Command Public Affairs

NAVAL SUPPORT ACTIVITY, Bahrain (NNS) -- The director of 21st Century Sailor Office held all-hands calls with Sailors and Marines aboard Naval Support Activity Bahrain, Feb. 6.

Rear Adm. Sean Buck spoke about topics ranging from suicide prevention to fitness during four separate

sessions held for E-6 and below, E-7 and above, one for the Naval Support Activity (NSA) Bahrain Coalition of Sailors Against Destructive Decisions (CSADD), and one for Naval Support Activity (NSA) Bahrain Sexual Assault Response Coordinators (SARCs) and Victim Advocates (VAs).

Buck said two of his main objectives are to provide Sailors with an update on how the Navy is doing in reducing destructive behaviors that his office oversees and to solicit feedback from Sailors.

"It's one thing for me to perceive how the Navy is doing; it's another thing to listen to you all and see what you are thinking out in the fleet," he said. "The most important thing I can do is to come here and listen to you."

Buck led his discussions by talking about resiliency.

"Resiliency is our total health," he said. "It's all aspects of our well-being; our mental health, our physical health, our spiritual health and our social health."

Buck said there are a lot of things that impact resiliency and eventually break down Sailors to the point where they are not operating at their full potential. He said 10 to 11 straight years of combat, fighting two wars and family separation have had the biggest impact on resiliency for the Navy.

"All of that begins to break us and our families down," he said. "Then we are not as safe as we can be, and we are not as mission effective as we need to be to always fight the fight that wins the fight. That's what our Navy and our nation needs us to do."

He also addressed destructive behaviors and their impact on mission readiness. He spoke about suicide, sexual assault and alcohol and substance abuse in the Navy. He said alcohol related incidents (ARI) are the underlying cause of most destructive behavior.

"I'm convinced that if we reduce ARIs, we will have a significant impact on reducing all the other destructive behavior," said Buck. "As I look at all the statistics, 70 percent of all sexual assaults are associated with alcohol use. Alcohol related incidents are probably one of the easiest things we can tackle."

Buck focused his question and answer sessions on hearing feedback directly from the Sailors he serves. Topics ranged from input on ways to better communicate with Sailors through social media venues, to ways to improve training that Sailors find to be redundant.

NSA Bahrain CSADD President, Master-at-Arms 3rd Class Harold Howard, said he enjoyed the open discussion with the admiral.

"The fact that Rear Adm. Buck came out here and asked us what we think, is a really good thing," said Howard. "It says a lot for someone of his rank to come out and speak to us. You never really know what Sailors are thinking until you ask them directly. Having open discussions with groups turns out even better because everyone will be willing to join the conversation."

The 21st Century Sailor office is responsible for total Sailor fitness, resilience and readiness. The office is also the Navy lead on suicide prevention, sexual assault prevention and response, hazing prevention, fitness and nutrition, personal and family readiness, and the "Keep What You've Earned" campaign.

NAVCENT is responsible for approximately 2.5 million square miles of area including the Arabian Gulf, Gulf of

Oman, North Arabian Sea, Gulf of Aden, and the Red Sea. NAVCENT's mission is to conduct maritime security operations, theater security cooperation efforts, and strengthen partner nations' maritime capabilities in order to promote security and stability in the U.S. 5th Fleet area of responsibility.

5) NOFFS Study Outcomes Show Significant Improvements for Participants / 5 FEB 14 [\[LINK\]](#)

By Chief Mass Communication Specialist (SW/AW) Monique K. Hilley, Commander, Navy Installations Command Public Affairs

WASHINGTON (NNS) -- Navy Fitness conducted a 12-week study to evaluate the relative effectiveness of Navy Operational Fitness and Fueling Series (NOFFS) workouts and released the outcomes Jan. 31.

The results revealed that NOFFS participants showed greater improvements in all areas than those participating in command fitness leader (CFL) led physical training (PT) sessions.

"The purpose of the study was pretty straight forward," said Lisa Sexauer, Commander, Navy Installations Command's Navy Fitness program manager. "We wanted to know if NOFFS was effective."

Navy Fitness continues to expand NOFFS, which has been well received as a comprehensive program. However, no systematic evaluation had been conducted comparing NOFFS to conventional physical training.

"Now, more than ever, we must be selective about where we focus our energy and resources, and while we believed in the NOFFS methodology, we needed to know how it stacked up against conventional PT program," said Sexauer. "In the end, we were pleasantly surprised in some of the findings."

The objective of the study was to evaluate the relative effectiveness of NOFFS workouts, which were led by one of three individuals: a professional health fitness specialist (NOFFS-HFS), a NOFFS-trained CFL (NOFFS-CFL) or self-directed (NOFFS-SD). The results were compared to conventional physical training as delivered by a CFL over a period of 12 weeks based on the following evaluation and measurement tools.

* Functional Movement Screen (FMS). A series of seven movements that challenge muscular strength, muscular balance, core strength, flexibility and coordination (proprioception). Each movement was graded by a certified tester, resulting in an overall score.

* Functional Test. A job task simulation that involved a 300-yard shuttle run carrying a 50-pound sandbag, dropping the sandbag every 25 yards and picking it back up to continue. Total time to complete the 300 yards was measured in seconds.

* Physical readiness. An evaluation based on the conventional Navy Physical Fitness Assessment (PFA).

* Work and Health Status. Factors such as anxiety, depression, quality of life and sleep quality were evaluated.

* Healthy Behaviors. Exercise compliance, physical activity reported and dietary intake were taken into consideration.

Once the baseline data was collected, all participants in NOFFS intervention groups received the eight-hour NOFFS introduction course delivered by MWR health fitness specialists. The course introduced participants to the NOFFS methodology, NOFFS exercises and the nutrition education program components, including meal builders.

Exercise sessions were conducted three days per week (Monday, Wednesday and Friday) in each group. Non-compliant individuals were removed from the final analysis.

All groups improved in FMS scores, PFA components and Functional Test times; however, all NOFFS groups showed greater improvement than the conventional CFL-led PT group in each category. Also, waist circumference measurements decreased for all NOFFS groups, while the CFL-led PT group demonstrated a slight increase in waist circumference.

This is significant to note because waist circumference is a leading health indicator for a multitude of preventable diseases such as heart disease, diabetes, and some cancers.

No groups demonstrated significant improvements in health behavior categories, such as sitting time and dietary intake, showing that the one variable for the study was the difference in choice of exercise.

It should be noted that following the eight-hour NOFFS course, no other reinforcing intervention was offered to aid individuals in the pursuit of those health behaviors evaluated, such as sleep or quality of life. Further, NOFFS and conventional PT were not specifically designed to directly impact these areas and the study was limited by the designed 12-week duration.

It was determined that for all study participants, 17 percent were considered abnormal or borderline abnormal for anxiety. Given the small number of individuals identified at baseline in these two categories (further defined as "at risk"), all groups were combined for data analysis. It was concluded that those "at risk" saw a decrease in anxiety following the 12-week exercise intervention. Therefore, one can reasonably conclude that PT three times per week was effective for reducing anxiety during this study.

"NOFFS methodology, developed by Athletes' Performance Institute (API), provides a very strong foundation for all human movement," said Sexauer. "Therefore, the focus on building the core (pillar) without specifically training for some of the components of the physical readiness test (PRT), such as sit ups and pushups, yielded better results in those areas than conventional PT."

Conventional PT typically incorporates sit ups and pushups in a volume that simulates the PRT testing protocol. While NOFFS does incorporate some sit ups and pushups, the total volume is minimal.

"It is a testament to the fact that performing the same movements over and over again does not yield better results," said Sexauer.

NOFFS includes a number of complementary and "protective" exercises that build a strong core while restoring strength balance to the entire body. This balance yields better results without focusing on the same repetitive movements, which can lead to overuse injuries.

"I have often been asked that if Sailors have to perform the PRT twice a year, why is it necessary to do anything other than the PRT exercises?" said Sexauer. "This approach simply leads to overuse injuries, plateaus and eventual performance regression. Striking the right balance is essential to a fit and ready fighting force. We believe NOFFS does just that."

For more information on Navy Fitness and NOFFS, visit <http://www.navyfitness.org/>